

To Whom It May Concern:

Sierra Flores has been employed by Sound Agriculture since 06/28/2021. Unfortunately, due to a refocus of our business strategy and subsequent organizational restructuring, we eliminated Sierra's role effective April 15, 2024. This was a difficult decision, and was not reflective of Sierra's ability to perform well in their function or actively contribute to the company.

During Sierra's time with Sound, they demonstrated our core values of boldness, creativity, ownership and tenacity, and delivered quality work. Specifically,

- Designed, implemented, and maintained a Research operations planning and task assignment system. Her contributions allowed us to coordinate the work of all our Research Associates throughout over 20+ concurrent projects at any point of time.
- Implemented the use of SmartSheet dashboards to inform the use of resources as well as forecast demands for the next quarter. The introduction of this system enabled the Research leadership team to make fast strategic decisions when priorities changed.
- Contributed to the development of a LIMS system generating a series of modular templates mapping lab workflows. Thanks to her past experience in the lab, she masterfully simplified the process of registering, tracking and monitoring sample movements through the individual modules.

In addition, Sierra is a fantastic project manager, timely, attentive to detail, thorough with her internal and external communication, and helpful to LIMS users. In my experience as a manager, she excels at teamwork and ownership. Both combined are exemplified in her level of communication, hitting deadlines, and always looking for areas that can be improved upon or people may need help/support. Her standards on her own performance are very high, driving along the rest of the organization in terms of ownership.

Based on my experience working with Sierra, I would recommend them for any position or career that they may choose to pursue. Please note that this letter reflects my own personal thoughts and opinions and not those of Sound Agriculture. If you have any additional questions, please do not hesitate to call or email me.

Sincerely,

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Sr. Director, Research

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